

***Q1. Percent of Firms That Hired New Employees in the Last 12 Months
and Percent That Attempted ("Looking") to Hire (All Firms)***

WDA	Yes, Hired	N	Yes, Looking	N	Total in WDA
BENTON FRANKLIN	54%	3,389	54%	3,395	6,291
EASTERN	49%	3,300	57%	3,843	6,725
KING	50%	35,815	51%	36,239	71,035
NORTH CENTRAL	52%	4,880	61%	5,790	9,463
NORTHWEST	68%	10,497	74%	11,543	15,508
OLYMPIC	67%	8,393	67%	8,400	12,455
PACIFIC MT	60%	9,820	62%	10,214	16,380
PIERCE	68%	13,998	69%	14,075	20,477
SNOHOMISH	73%	11,857	73%	11,857	16,308
SOUTHWEST	71%	9,321	71%	9,356	13,101
SPOKANE	74%	11,833	75%	12,049	15,968
TRI-COUNTY	76%	7,387	78%	7,594	9,764
Satewide	61%	130490	63%	134,355	213,475

Q3: In the last 12 months, did your firm / organization have any difficulty finding qualified applicants for any of the jobs you were trying to fill?

WDA	Percent with Difficulty	Number of Employers had Difficulty	Number of Employers Attempting to Hire	All Employers	
				Percent	N
BENTON FRANKLIN	28%	955	3,395	15%	6,291
EASTERN	59%	2,261	3,843	34%	6,725
KING	49%	17,855	36,239	25%	71,035
NORTH CENTRAL	67%	3,889	5,790	41%	9,463
NORTHWEST	48%	5,524	11,543	36%	15,508
OLYMPIC	63%	5,287	8,400	42%	12,455
PACIFIC MT	40%	4,061	10,214	25%	16,380
PIERCE	50%	7,002	14,075	34%	20,477
SNOHOMISH	49%	5,753	11,857	35%	16,308
SOUTHWEST	62%	5,784	9,356	44%	13,101
SPOKANE	50%	6,067	12,049	38%	15,968
TRI COUNTY	60%	4,587	7,594	47%	9,764
Statewide	51%	69,025	134,355	32%	213,475

Q4: How did your firm/organization respond to the difficulty finding qualified applicants? (Unweighted N= number of respondents to the question)

<i>BENTON FRANKLIN</i> (Unweighted N=58)	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Did not fill the opening	26%	206	3%
b) Hired a less qualified	71%	571	9%
c) Outsourced the work/service	25%	196	3%
d) Increased overtime for employees	47%	372	6%
e) Increased recruiting efforts	45%	361	6%
f) Increased wages to attract applicants	33%	264	4%

<i>EASTERN</i> (Unweighted N=100)	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Did not fill the opening	44%	971	14%
b) Hired a less qualified	56%	1226	18%
c) Outsourced the work/service	28%	604	9%
d) Increased overtime for employees	27%	601	9%
e) Increased recruiting efforts	43%	948	14%
f) Increased wages to attract applicants	41%	905	13%

<i>KING</i> (Unweighted N=80)	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Did not fill the opening	39%	5245	8%
b) Hired a less qualified	73%	9868	14%
c) Outsourced the work/service	35%	4715	7%
d) Increased overtime for employees	73%	9835	14%
e) Increased recruiting efforts	61%	8218	12%
f) Increased wages to attract applicants	34%	4592	7%

<i>NORTH CENTRAL</i> <i>(Unweighted N=72)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Did not fill the opening	47%	1737	18%
b) Hired a less qualified	37%	1385	15%
c) Outsourced the work/service	5%	194	2%
d) Increased overtime for employees	42%	1568	17%
e) Increased recruiting efforts	46%	1707	18%
f) Increased wages to attract applicants	22%	809	9%

<i>NORTHWEST</i> <i>(Unweighted N=81)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Did not fill the opening	50%	2429	16%
b) Hired a less qualified	53%	2546	16%
c) Outsourced the work/service	17%	815	5%
d) Increased overtime for employees	39%	1861	12%
e) Increased recruiting efforts	64%	3077	20%
f) Increased wages to attract applicants	20%	942	6%

<i>OLYMPIC</i> <i>(Unweighted N=76)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Did not fill the opening	21%	1103	9%
b) Hired a less qualified	76%	3928	32%
c) Outsourced the work/service	8%	409	3%
d) Increased overtime for employees	47%	2459	20%
e) Increased recruiting efforts	81%	4192	34%
f) Increased wages to attract applicants	44%	2257	18%

<i>PACIFIC MT</i> <i>(Unweighted N=89)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Did not fill the opening	62%	2351	14%
b) Hired a less qualified	31%	1181	7%
c) Outsourced the work/service	12%	444	3%
d) Increased overtime for employees	59%	2245	14%
e) Increased recruiting efforts	55%	2092	13%
f) Increased wages to attract applicants	37%	1422	9%

<i>PIERCE</i> <i>(Unweighted N=82)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Did not fill the opening	27%	1841	9%
b) Hired a less qualified	48%	3278	16%
c) Outsourced the work/service	19%	1285	6%
d) Increased overtime for employees	46%	3172	15%
e) Increased recruiting efforts	60%	4145	20%
f) Increased wages to attract applicants	53%	3609	18%

<i>SNOHOMISH</i> <i>(Unweighted N=81)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Did not fill the opening	52%	2816	17%
b) Hired a less qualified	95%	5090	31%
c) Outsourced the work/service	1%	55	0%
d) Increased overtime for employees	44%	2340	14%
e) Increased recruiting efforts	15%	792	5%
f) Increased wages to attract applicants	3%	177	1%

<i>SOUTHWEST</i> <i>(Unweighted N=79)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Did not fill the opening	44%	2227	17%
b) Hired a less qualified	53%	2685	20%
c) Outsourced the work/service	39%	2014	15%
d) Increased overtime for employees	16%	819	6%
e) Increased recruiting efforts	15%	786	6%
f) Increased wages to attract applicants	6%	321	2%

<i>SPOKANE</i> <i>(Unweighted N=108)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Did not fill the opening	27%	1557	10%
b) Hired a less qualified	65%	3777	24%
c) Outsourced the work/service	12%	701	4%
d) Increased overtime for employees	58%	3367	21%
e) Increased recruiting efforts	59%	3441	22%
f) Increased wages to attract applicants	17%	965	6%

<i>TRI-COUNTY</i> <i>(Unweighted N=86)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Did not fill the opening	44%	2012	21%
b) Hired a less qualified	62%	2854	29%
c) Outsourced the work/service	23%	1057	11%
d) Increased overtime for employees	29%	1310	13%
e) Increased recruiting efforts	46%	2124	22%

f) Increased wages to attract applicants	27%	1220	12%
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Q6: Percentage of Employers Reporting Difficulty in the Last 12 Months Finding Qualified Applicants With the Different Education Levels Listed Below: (Unweighted N= number of respondents to the question)

<i>BENTON FRANKLIN</i> <i>(Unweighted N=58)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
Neither a high school diploma or GED	11%	91	1%
High school diploma or GED	27%	214	3%
Some college course work	46%	369	6%
Vocational certificate	62%	492	8%
Vocational associate degree	44%	355	6%
Academic associate degree	24%	195	3%
Baccalaureate degree	29%	232	4%
Master degree	8%	60	1%
Doctoral or professional degree	3%	24	0.4%

<i>EASTERN</i> <i>(Unweighted N=100)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
Neither a high school diploma or GED	2%	51	1%
High school diploma or GED	11%	242	4%
Some college course work	26%	566	8%
Vocational certificate	53%	1162	17%
Vocational associate degree	54%	1179	18%
Academic associate degree	51%	1114	17%
Baccalaureate degree	48%	1059	16%
Master degree	36%	783	12%
Doctoral or professional degree	22%	489	7%

<i>KING</i> <i>(Unweighted N=80)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
Neither a high school diploma or GED	4%	603	1%
High school diploma or GED	18%	2463	3%
Some college course work	29%	3978	6%
Vocational certificate	35%	4710	7%
Vocational associate degree	30%	4093	6%
Academic associate degree	17%	2252	3%
Baccalaureate degree	18%	2383	4%
Master degree	5%	731	1%
Doctoral or professional degree	5%	620	1%

<i>NORTH CENTRAL</i> <i>(Unweighted N=72)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
Neither a high school diploma or GED	4%	162	2%
High school diploma or GED	10%	377	4%
Some college course work	15%	552	6%
Vocational certificate	8%	280	3%
Vocational associate degree	10%	370	4%
Academic associate degree	12%	428	5%
Baccalaureate degree	14%	530	6%
Master degree	9%	319	3%
Doctoral or professional degree	0.7%	27	0.3%

<i>NORTHWEST</i> <i>(Unweighted N=81)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
Neither a high school diploma or GED	17%	826	5%
High school diploma or GED	18%	858	6%
Some college course work	22%	1040	7%
Vocational certificate	16%	778	5%
Vocational associate degree	15%	736	5%
Academic associate degree	19%	907	6%
Baccalaureate degree	30%	1460	9%
Master degree	15%	742	5%
Doctoral or professional degree	8%	386	2%

<i>OLYMPIC</i> <i>(Unweighted N=76)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
Neither a high school diploma or GED	9%	458	4%
High school diploma or GED	16%	808	6%
Some college course work	21%	1111	9%
Vocational certificate	14%	729	6%
Vocational associate degree	5%	272	2%
Academic associate degree	3%	130	1%
Baccalaureate degree	11%	593	5%
Master degree	4%	183	1%

Doctoral or professional degree	0.3%	13	0.1%
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<i>PACIFIC MT</i> <i>(Unweighted N=89)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
Neither a high school diploma or GED	11%	421	3%
High school diploma or GED	24%	929	6%
Some college course work	59%	2249	14%
Vocational certificate	25%	954	6%
Vocational associate degree	15%	568	3%
Academic associate degree	13%	484	3%
Baccalaureate degree	12%	473	3%
Master degree	13%	498	3%
Doctoral or professional degree	4%	166	1%

<i>PIERCE</i> <i>(Unweighted N=82)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
Neither a high school diploma or GED	0.5%	37	0%
High school diploma or GED	38%	2637	13%
Some college course work	20%	1385	7%
Vocational certificate	35%	2404	12%
Vocational associate degree	58%	3991	20%
Academic associate degree	18%	1208	6%
Baccalaureate degree	28%	1914	9%
Master degree	26%	1791	9%

Doctoral or professional degree	9%	646	3%
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<i>SNOHOMISH</i> <i>(Unweighted N=81)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
Neither a high school diploma or GED	0.6%	30	0.2%
High school diploma or GED	15%	798	5%
Some college course work	9%	503	3%
Vocational certificate	21%	1139	7%
Vocational associate degree	11%	575	4%
Academic associate degree	7%	395	2%
Baccalaureate degree	8%	438	3%
Master degree	5%	250	2%
Doctoral or professional degree	3%	143	0.9%

<i>SOUTHWEST</i> <i>(Unweighted N=79)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
Neither a high school diploma or GED	1.2%	61	0.5%
High school diploma or GED	44%	2266	17%
Some college course work	47%	2401	18%
Vocational certificate	43%	2210	17%
Vocational associate degree	41%	2072	16%

Academic associate degree	5%	235	2%
Baccalaureate degree	41%	2081	16%
Master degree	37%	1909	15%
Doctoral or professional degree	0.4%	19	0.1%

<i>SPOKANE</i> <i>(Unweighted N=108)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
Neither a high school diploma or GED	10%	596	4%
High school diploma or GED	16%	963	6%
Some college course work	40%	2344	15%
Vocational certificate	50%	2946	18%
Vocational associate degree	40%	2348	15%
Academic associate degree	23%	1339	8%
Baccalaureate degree	23%	1329	8%
Master degree	9%	544	3%
Doctoral or professional degree	10%	561	4%

<i>TRI-COUNTY</i> <i>(Unweighted N=86)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
Neither a high school diploma or GED	31%	1412	14%
High school diploma or GED	34%	1539	16%
Some college course work	52%	2396	25%
Vocational certificate	24%	1103	11%
Vocational associate degree	27%	1220	12%

Academic associate degree	43%	1970	20%
Baccalaureate degree	26%	1172	12%
Master degree	20%	904	9%
Doctoral or professional degree	16%	726	7%

Q7: Percentage of Employers Experiencing Difficulty Finding Employees with the Following Skills: (Unweighted N= number of respondents to the question)

<i>BENTON FRANKLIN</i> <i>(Unweighted N=58)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Reading skills	34%	271	4%
b) Writing skills	43%	346	5%
c) Math Skills	38%	303	5%
d) Occupation-specific skills	87%	692	11%
e) Computer skills	38%	305	5%
f) Team work skills	56%	448	7%
g) Problem solving or critical thinking skills	78%	626	10%
h) Communication skills	56%	447	7%
i) Positive work habits and attitudes	81%	647	10%
j) Ability to accept supervision	44%	355	6%
k) Ability to adapt to changes in duties and responsibilities	54%	434	7%
l) English as a Second Language skills	30%	236	4%

<i>EASTERN</i> <i>(Unweighted N=100)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Reading skills	40%	872	13%
b) Writing skills	52%	1126	17%
c) Math Skills	53%	1157	17%
d) Occupation-specific skills	87%	1900	28%
e) Computer skills	52%	1137	17%
f) Team work skills	68%	1482	22%
g) Problem solving or critical thinking skills	82%	1788	27%
h) Communication skills	65%	1416	21%
i) Positive work habits and attitudes	65%	1420	21%
j) Ability to accept supervision	62%	1356	20%
k) Ability to adapt to changes in duties and responsibilities	65%	1427	21%
l) English as a Second Language skills	29%	631	9%

<i>KING</i> <i>(Unweighted N=80)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Reading skills	23%	3084	4%
b) Writing skills	40%	5355	8%
c) Math Skills	29%	3862	6%
d) Occupation-specific skills	84%	11385	16%
e) Computer skills	35%	4701	7%
f) Team work skills	62%	8435	12%
g) Problem solving or critical thinking skills	68%	9246	13%
h) Communication skills	73%	9840	14%
i) Positive work habits and attitudes	62%	8387	12%
j) Ability to accept supervision	54%	7341	10%
k) Ability to adapt to changes in duties and responsibilities	71%	9529	14%
l) English as a Second Language skills	29%	3951	6%

<i>NORTH CENTRAL</i> <i>(Unweighted N=72)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Reading skills	25%	935	10%
b) Writing skills	27%	999	11%
c) Math Skills	49%	1815	19%
d) Occupation-specific skills	71%	2620	28%
e) Computer skills	49%	1816	19%
f) Team work skills	62%	2318	24%
g) Problem solving or critical thinking skills	71%	2627	28%
h) Communication skills	87%	3228	34%
i) Positive work habits and attitudes	87%	3247	34%
j) Ability to accept supervision	69%	2576	27%
k) Ability to adapt to changes in duties and responsibilities	79%	2926	31%
l) English as a Second Language skills	20%	743	8%

<i>NORTHWEST</i> <i>(Unweighted N=81)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Reading skills	21%	1027	7%
b) Writing skills	23%	1104	7%
c) Math Skills	45%	2146	14%
d) Occupation-specific skills	66%	3177	20%
e) Computer skills	25%	1188	8%
f) Team work skills	45%	2148	14%
g) Problem solving or critical thinking skills	61%	2915	19%
h) Communication skills	59%	2820	18%
i) Positive work habits and attitudes	58%	2791	18%
j) Ability to accept supervision	40%	1926	12%
k) Ability to adapt to changes in duties and responsibilities	49%	2346	15%
l) English as a Second Language skills	8%	367	2%

<i>OLYMPIC</i> <i>(Unweighted N=76)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Reading skills	5%	270	2%
b) Writing skills	32%	1671	13%
c) Math Skills	36%	1877	15%
d) Occupation-specific skills	80%	4140	33%
e) Computer skills	44%	2303	18%
f) Team work skills	46%	2403	19%
g) Problem solving or critical thinking skills	54%	2776	22%
h) Communication skills	48%	2482	20%
i) Positive work habits and attitudes	63%	3241	26%
j) Ability to accept supervision	46%	2394	19%
k) Ability to adapt to changes in duties and responsibilities	46%	2362	19%
l) English as a Second Language skills	0.6%	30	0.2%

<i>PACIFIC MT</i> <i>(Unweighted N=89)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Reading skills	29%	1109	7%
b) Writing skills	41%	1558	10%
c) Math Skills	35%	1344	8%
d) Occupation-specific skills	76%	2890	18%
e) Computer skills	53%	2020	12%
f) Team work skills	83%	3176	19%
g) Problem solving or critical thinking skills	95%	3630	22%
h) Communication skills	95%	3631	22%
i) Positive work habits and attitudes	96%	3671	22%
j) Ability to accept supervision	77%	2949	18%
k) Ability to adapt to changes in duties and responsibilities	67%	2556	16%
l) English as a Second Language skills	27%	1029	6%

<i>PIERCE</i> <i>(Unweighted N=82)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Reading skills	23%	1597	8%
b) Writing skills	37%	2557	13%
c) Math Skills	32%	2176	11%
d) Occupation-specific skills	88%	6030	30%
e) Computer skills	36%	2497	12%
f) Team work skills	81%	5570	27%
g) Problem solving or critical thinking skills	81%	5562	27%
h) Communication skills	82%	5603	27%
i) Positive work habits and attitudes	63%	4342	21%
j) Ability to accept supervision	77%	5269	26%

k) Ability to adapt to changes in duties and responsibilities	42%	2858	14%
l) English as a Second Language skills	20%	1382	7%

<i>SNOHOMISH</i> <i>(Unweighted N=81)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Reading skills	7%	394	2%
b) Writing skills	70%	3766	23%
c) Math Skills	72%	3878	24%
d) Occupation-specific skills	78%	4205	26%
e) Computer skills	60%	3205	20%
f) Team work skills	74%	3988	24%
g) Problem solving or critical thinking skills	77%	4142	25%
h) Communication skills	29%	1568	10%
i) Positive work habits and attitudes	77%	4126	25%
j) Ability to accept supervision	24%	1308	8%
k) Ability to adapt to changes in duties and responsibilities	30%	1607	10%
l) English as a Second Language skills	5%	293	2%

<i>SOUTHWEST</i> <i>(Unweighted N=79)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Reading skills	43%	2184	17%
b) Writing skills	50%	2540	19%
c) Math Skills	54%	2777	21%
d) Occupation-specific skills	64%	3243	25%
e) Computer skills	49%	2521	19%
f) Team work skills	59%	3029	23%
g) Problem solving or critical thinking skills	62%	3155	24%
h) Communication skills	62%	3150	24%
i) Positive work habits and attitudes	62%	3148	24%
j) Ability to accept supervision	18%	893	7%

k) Ability to adapt to changes in duties and responsibilities	61%	3131	24%
l) English as a Second Language skills	6%	314	2%

<i>SPOKANE</i> <i>(Unweighted N=108)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Reading skills	19%	1095	7%
b) Writing skills	29%	1710	11%
c) Math Skills	27%	1557	10%
d) Occupation-specific skills	52%	3025	19%
e) Computer skills	35%	2057	13%
f) Team work skills	51%	2974	19%
g) Problem solving or critical thinking skills	49%	2853	18%
h) Communication skills	47%	2749	17%
i) Positive work habits and attitudes	59%	3449	22%
j) Ability to accept supervision	48%	2814	18%
k) Ability to adapt to changes in duties and responsibilities	35%	2066	13%
l) English as a Second Language skills	9%	545	3%

<i>TRI-COUNTY</i> <i>(Unweighted N=86)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Reading skills	40%	1814	19%
b) Writing skills	59%	2712	28%
c) Math Skills	61%	2773	28%
d) Occupation-specific skills	86%	3936	40%
e) Computer skills	61%	2780	28%
f) Team work skills	65%	2967	30%
g) Problem solving or critical thinking skills	93%	4247	43%
h) Communication skills	76%	3480	36%
i) Positive work habits and attitudes	75%	3446	35%

j) Ability to accept supervision	76%	3470	36%
k) Ability to adapt to changes in duties and responsibilities	79%	3596	37%
l) English as a Second Language skills	18%	843	9%

Q8: Which of the following has resulted from your firm's difficulty in finding qualified applicants? (Unweighted N= number of respondents to the question)

<i>BENTON FRANKLIN</i> <i>(Unweighted N=58)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Lowered overall productivity	71%	567	9%
b) Reduced product or service quality	37%	298	5%
c) Reduced production output or sales	51%	407	6%
d) Prevented firm from expanding its facilities	18%	146	2%
e) Prevented firm from developing new products/services	9%	68	1%
f) Caused firm to move some operations out of Washington	1%	11	0.2%

<i>EASTERN</i> <i>(Unweighted N=100)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Lowered overall productivity	76%	1662	25%
b) Reduced product or service quality	75%	1639	24%
c) Reduced production output or sales	69%	1508	22%
d) Prevented firm from expanding its facilities	36%	782	12%
e) Prevented firm from developing new products/services	50%	1092	16%
f) Caused firm to move some operations out of Washington	2%	39	0.6%

<i>KING</i> <i>(Unweighted N=80)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Lowered overall productivity	63%	8461	12%
b) Reduced product or service quality	59%	8020	11%
c) Reduced production output or sales	72%	9734	14%
d) Prevented firm from expanding its facilities	29%	3900	5%
e) Prevented firm from developing new products/services	22%	3022	4%
f) Caused firm to move some operations out of Washington	2%	235	0.3%

<i>NORTH CENTRAL</i> <i>(Unweighted N=72)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Lowered overall productivity	53%	1965	21%
b) Reduced product or service quality	73%	2714	29%
c) Reduced production output or sales	69%	2569	27%
d) Prevented firm from expanding its facilities	52%	1927	20%
e) Prevented firm from developing new products/services	31%	1143	12%
f) Caused firm to move some operations out of Washington	0%	10	0.1%

<i>NORTHWEST</i> <i>(Unweighted N=81)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Lowered overall productivity	34%	1651	11%
b) Reduced product or service quality	33%	1593	10%
c) Reduced production output or sales	38%	1824	12%
d) Prevented firm from expanding its facilities	19%	924	6%
e) Prevented firm from developing new products/services	9%	444	3%
f) Caused firm to move some operations out of Washington	0%	2	0.0%

<i>OLYMPIC</i> <i>(Unweighted N=76)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Lowered overall productivity	70%	3630	29%
b) Reduced product or service quality	43%	2216	18%
c) Reduced production output or sales	61%	3185	26%
d) Prevented firm from expanding its facilities	54%	2825	23%
e) Prevented firm from developing new products/services	31%	1593	13%
f) Caused firm to move some operations out of Washington	1%	46	0.4%

<i>PACIFIC MT</i> <i>(Unweighted N=89)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Lowered overall productivity	54%	2052	13%
b) Reduced product or service quality	44%	1694	10%
c) Reduced production output or sales	51%	1929	12%
d) Prevented firm from expanding its facilities	5%	189	1%
e) Prevented firm from developing new products/services	14%	543	3%
f) Caused firm to move some operations out of Washington	2%	58	0.4%

<i>PIERCE</i> <i>(Unweighted N=82)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Lowered overall productivity	50%	3438	17%
b) Reduced product or service quality	42%	2898	14%
c) Reduced production output or sales	29%	2015	10%
d) Prevented firm from expanding its facilities	17%	1184	6%
e) Prevented firm from developing new products/services	3%	232	1%
f) Caused firm to move some operations out of Washington	0%	33	0.2%

<i>SNOHOMISH</i> <i>(Unweighted N=81)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Lowered overall productivity	70%	3779	23%
b) Reduced product or service quality	24%	1276	8%
c) Reduced production output or sales	68%	3645	22%
d) Prevented firm from expanding its facilities	6%	342	2%
e) Prevented firm from developing new products/services	3%	161	1%
f) Caused firm to move some operations out of Washington	0%	26	0.2%

<i>SOUTHWEST</i> <i>(Unweighted N=79)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Lowered overall productivity	23%	1163	9%
b) Reduced product or service quality	56%	2860	22%
c) Reduced production output or sales	58%	2979	23%
d) Prevented firm from expanding its facilities	37%	1912	15%
e) Prevented firm from developing new products/services	40%	2046	16%
f) Caused firm to move some operations out of Washington	1%	31	0.2%

<i>SPOKANE</i> <i>(Unweighted N=108)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Lowered overall productivity	58%	3415	21%
b) Reduced product or service quality	51%	2977	19%
c) Reduced production output or sales	42%	2444	15%
d) Prevented firm from expanding its facilities	28%	1620	10%
e) Prevented firm from developing new products/services	16%	922	6%
f) Caused firm to move some operations out of Washington	1%	40	0.3%

<i>TRI-COUNTY</i> <i>(Unweighted N=86)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Lowered overall productivity	68%	3116	32%
b) Reduced product or service quality	61%	2796	29%
c) Reduced production output or sales	67%	3042	31%
d) Prevented firm from expanding its facilities	26%	1192	12%
e) Prevented firm from developing new products/services	31%	1427	15%

f) Caused firm to move some operations out of Washington	1%	57	0.6%
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Q9: Percentage of Employers Reporting Difficulty with Entry-level Workers Hired in the Last 6 Months Demonstrating the Following Skills: (Unweighted N= number of respondents to the question)

<i>BENTON FRANKLIN</i> <i>(Unweighted N=58)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Speaks so others can understand	47%	377	6%
b) Listen actively	41%	327	5%
c) Read with understanding	35%	279	4%
d) Observe critically	37%	296	5%
e) Cooperate with others	33%	261	4%
f) Resolve conflict and negotiate	40%	323	5%
g) Use math to solve problems and communicate	35%	280	4%
h) Solve problems and make decisions	63%	501	8%
i) Take responsibility for learning	56%	449	7%
j) Use information and communications technology	34%	274	4%

<i>EASTERN</i> <i>(Unweighted N=100)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Speaks so others can understand	27%	592	9%
b) Listen actively	55%	1208	18%
c) Read with understanding	52%	1129	17%
d) Observe critically	64%	1397	21%
e) Cooperate with others	57%	1251	19%
f) Resolve conflict and negotiate	54%	1171	17%
g) Use math to solve problems and communicate	51%	1122	17%
h) Solve problems and make decisions	64%	1392	21%
i) Take responsibility for learning	62%	1358	20%
j) Use information and communications technology	62%	1359	20%

<i>KING</i> <i>(Unweighted N=80)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Speaks so others can understand	17%	2231	3%
b) Listen actively	48%	6442	9%
c) Read with understanding	16%	2100	3%
d) Observe critically	52%	6991	10%
e) Cooperate with others	56%	7599	11%
f) Resolve conflict and negotiate	58%	7763	11%
g) Use math to solve problems and communicate	20%	2678	4%
h) Solve problems and make decisions	73%	9919	14%
i) Take responsibility for learning	81%	10914	15%
j) Use information and communications technology	26%	3532	5%

<i>NORTH CENTRAL</i> <i>(Unweighted N=72)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Speaks so others can understand	40%	1480	16%
b) Listen actively	54%	2020	21%
c) Read with understanding	46%	1706	18%
d) Observe critically	41%	1538	16%
e) Cooperate with others	53%	1962	21%
f) Resolve conflict and negotiate	57%	2108	22%
g) Use math to solve problems and communicate	51%	1899	20%
h) Solve problems and make decisions	76%	2804	30%
i) Take responsibility for learning	76%	2819	30%
j) Use information and communications technology	26%	963	10%

<i>NORTHWEST</i> <i>(Unweighted N=81)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Speaks so others can understand	4%	213	1%
b) Listen actively	43%	2076	13%
c) Read with understanding	29%	1386	9%
d) Observe critically	46%	2225	14%
e) Cooperate with others	36%	1743	11%
f) Resolve conflict and negotiate	47%	2277	15%
g) Use math to solve problems and communicate	42%	2011	13%
h) Solve problems and make decisions	48%	2296	15%
i) Take responsibility for learning	46%	2234	14%
j) Use information and communications technology	40%	1947	13%

<i>OLYMPIC</i> <i>(Unweighted N=76)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Speaks so others can understand	29%	1484	12%
b) Listen actively	37%	1900	15%
c) Read with understanding	31%	1616	13%
d) Observe critically	45%	2353	19%
e) Cooperate with others	22%	1158	9%
f) Resolve conflict and negotiate	22%	1144	9%
g) Use math to solve problems and communicate	39%	2032	16%
h) Solve problems and make decisions	52%	2675	21%
i) Take responsibility for learning	46%	2382	19%
j) Use information and communications technology	39%	2014	16%

<i>PACIFIC MT</i> <i>(Unweighted N=89)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Speaks so others can understand	5%	195	1%
b) Listen actively	45%	1732	11%
c) Read with understanding	32%	1205	7%
d) Observe critically	53%	2036	12%
e) Cooperate with others	54%	2075	13%
f) Resolve conflict and negotiate	56%	2156	13%
g) Use math to solve problems and communicate	26%	988	6%
h) Solve problems and make decisions	55%	2084	13%
i) Take responsibility for learning	70%	2677	16%
j) Use information and communications technology	58%	2202	13%

<i>PIERCE</i> <i>(Unweighted N=82)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Speaks so others can understand	44%	2997	15%
b) Listen actively	34%	2356	12%
c) Read with understanding	55%	3784	19%
d) Observe critically	55%	3786	19%
e) Cooperate with others	35%	2377	12%
f) Resolve conflict and negotiate	35%	2402	12%
g) Use math to solve problems and communicate	44%	3043	15%
h) Solve problems and make decisions	43%	2979	15%
i) Take responsibility for learning	72%	4971	24%
j) Use information and communications technology	30%	2055	10%

<i>SNOHOMISH</i> <i>(Unweighted N=81)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Speaks so others can understand	6%	316	2%
b) Listen actively	31%	1662	10%
c) Read with understanding	17%	917	6%
d) Observe critically	16%	885	5%
e) Cooperate with others	28%	1512	9%
f) Resolve conflict and negotiate	27%	1455	9%
g) Use math to solve problems and communicate	25%	1369	8%
h) Solve problems and make decisions	32%	1732	11%
i) Take responsibility for learning	30%	1621	10%
j) Use information and communications technology	24%	1289	8%

<i>SOUTHWEST</i> <i>(Unweighted N=79)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Speaks so others can understand	42%	2143	16%
b) Listen actively	58%	2961	23%
c) Read with understanding	49%	2524	19%
d) Observe critically	57%	2883	22%
e) Cooperate with others	23%	1175	9%
f) Resolve conflict and negotiate	59%	2993	23%
g) Use math to solve problems and communicate	43%	2205	17%
h) Solve problems and make decisions	57%	2931	22%
i) Take responsibility for learning	54%	2775	21%
j) Use information and communications technology	50%	2552	19%

<i>SPOKANE</i> <i>(Unweighted N=108)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Speaks so others can understand	19%	1098	7%
b) Listen actively	44%	2580	16%
c) Read with understanding	24%	1389	9%
d) Observe critically	28%	1624	10%
e) Cooperate with others	32%	1855	12%
f) Resolve conflict and negotiate	22%	1304	8%
g) Use math to solve problems and communicate	24%	1404	9%
h) Solve problems and make decisions	44%	2592	16%
i) Take responsibility for learning	53%	3072	19%
j) Use information and communications technology	37%	2158	14%

<i>TRI-COUNTY</i> <i>(Unweighted N=86)</i>	Among Employers with Difficulty Hiring Qualified Applicants		Among All Employers
a) Speaks so others can understand	31%	1437	15%
b) Listen actively	38%	1719	18%
c) Read with understanding	55%	2511	26%
d) Observe critically	53%	2410	25%
e) Cooperate with others	34%	1548	16%
f) Resolve conflict and negotiate	47%	2146	22%
g) Use math to solve problems and communicate	59%	2717	28%
h) Solve problems and make decisions	78%	3590	37%
i) Take responsibility for learning	80%	3667	38%
j) Use information and communications technology	41%	1895	19%

Q10 : How will your firm's need for employees with each type of education change in the next few years? (Unweighted N= number of respondents to the question)

<i>BENTON FRANKLIN</i> <i>(Unweighted N=58)</i>	Increase	Stay about the same	Decrease	Not Needed
Neither a high school diploma or GED	3%	38%	3%	56%
High school diploma or GED	9%	53%	3%	35%
Some college course work	30%	33%	1%	36%
Vocational certificate	11%	25%	1%	62%
Vocational associate degree	5%	20%	0%	74%
Academic associate degree	21%	21%	1%	58%
Baccalaureate degree	9%	38%	0%	53%
Master's degree	3%	27%	0%	70%
Doctoral or professional degree	0%	22%	0%	78%

<i>EASTERN</i> <i>(Unweighted N=100)</i>	Increase	Stay about the same	Decrease	Not Needed
Neither a high school diploma or GED	0%	34%	4%	62%
High school diploma or GED	15%	51%	3%	31%
Some college course work	23%	39%	0%	37%
Vocational certificate	14%	37%	3%	46%
Vocational associate degree	7%	30%	4%	60%
Academic associate degree	5%	40%	0%	54%
Baccalaureate degree	4%	36%	2%	58%
Master's degree	5%	18%	0%	76%
Doctoral or professional degree	1%	16%	2%	81%

<i>KING</i> <i>(Unweighted N=80)</i>	Increase	Stay about the same	Decrease	Not Needed
Neither a high school diploma or GED	1%	44%	3%	52%
High school diploma or GED	5%	64%	5%	27%
Some college course work	13%	54%	6%	27%
Vocational certificate	16%	48%	0%	36%
Vocational associate degree	11%	45%	0%	44%
Academic associate degree	16%	39%	0%	45%
Baccalaureate degree	14%	41%	0%	45%
Master's degree	8%	28%	0%	64%
Doctoral or professional degree	0%	29%	0%	70%

<i>NORTH CENTRAL</i> <i>(Unweighted N=72)</i>	Increase	Stay about the same	Decrease	Not Needed
Neither a high school diploma or GED	6%	49%	5%	40%
High school diploma or GED	24%	57%	2%	18%
Some college course work	19%	44%	2%	34%
Vocational certificate	7%	44%	1%	48%
Vocational associate degree	3%	27%	2%	69%
Academic associate degree	5%	26%	2%	67%
Baccalaureate degree	6%	22%	3%	69%
Master's degree	2%	22%	2%	74%
Doctoral or professional degree	0%	21%	2%	77%

<i>NORTHWEST</i> <i>(Unweighted N=81)</i>	Increase	Stay about the same	Decrease	Not Needed
Neither a high school diploma or GED	2%	43%	3%	52%
High school diploma or GED	3%	56%	5%	36%
Some college course work	4%	53%	1%	42%
Vocational certificate	9%	47%	1%	44%
Vocational associate degree	14%	27%	1%	59%
Academic associate degree	5%	32%	1%	62%
Baccalaureate degree	11%	29%	1%	60%
Master's degree	6%	28%	1%	65%
Doctoral or professional degree	1%	15%	6%	79%

<i>OLYMPIC</i> <i>(Unweighted N=76)</i>	Increase	Stay about the same	Decrease	Not Needed
Neither a high school diploma or GED	4%	29%	13%	55%
High school diploma or GED	19%	53%	4%	24%
Some college course work	14%	50%	1%	35%
Vocational certificate	14%	34%	1%	50%
Vocational associate degree	8%	36%	2%	54%
Academic associate degree	9%	35%	1%	55%
Baccalaureate degree	16%	26%	1%	58%
Master's degree	9%	24%	1%	66%
Doctoral or professional degree	2%	22%	1%	75%

<i>PACIFIC MT</i> <i>(Unweighted N=89)</i>	Increase	Stay about the same	Decrease	Not Needed
Neither a high school diploma or GED	3%	47%	1%	50%
High school diploma or GED	6%	62%	6%	27%
Some college course work	25%	34%	5%	35%
Vocational certificate	15%	34%	7%	44%
Vocational associate degree	9%	30%	6%	55%
Academic associate degree	13%	31%	5%	51%
Baccalaureate degree	20%	23%	2%	55%
Master's degree	7%	30%	0%	62%
Doctoral or professional degree	3%	25%	0%	72%

<i>PIERCE</i> <i>(Unweighted N=82)</i>	Increase	Stay about the same	Decrease	Not Needed
Neither a high school diploma or GED	1%	41%	5%	53%
High school diploma or GED	15%	54%	1%	30%
Some college course work	20%	32%	1%	47%
Vocational certificate	9%	19%	1%	71%
Vocational associate degree	7%	17%	0%	75%
Academic associate degree	7%	18%	1%	74%
Baccalaureate degree	26%	15%	1%	58%
Master's degree	5%	26%	1%	69%
Doctoral or professional degree	0%	13%	1%	85%

<i>SNOHOMISH</i> <i>(Unweighted N=81)</i>	Increase	Stay about the same	Decrease	Not Needed
Neither a high school diploma or GED	1%	25%	4%	70%
High school diploma or GED	7%	43%	15%	35%
Some college course work	20%	25%	15%	39%
Vocational certificate	27%	26%	0%	47%
Vocational associate degree	6%	31%	1%	62%
Academic associate degree	11%	23%	3%	63%
Baccalaureate degree	10%	21%	1%	69%
Master's degree	3%	18%	0%	79%
Doctoral or professional degree	1%	13%	4%	82%

<i>SOUTHWEST</i> <i>(Unweighted N=79)</i>	Increase	Stay about the same	Decrease	Not Needed
Neither a high school diploma or GED	2%	30%	4%	63%
High school diploma or GED	13%	65%	0%	22%
Some college course work	20%	51%	0%	28%
Vocational certificate	22%	41%	0%	37%
Vocational associate degree	7%	56%	0%	37%
Academic associate degree	7%	38%	0%	55%
Baccalaureate degree	22%	23%	0%	55%
Master's degree	3%	20%	1%	76%
Doctoral or professional degree	1%	10%	1%	87%

<i>SPOKANE</i> <i>(Unweighted N=108)</i>	Increase	Stay about the same	Decrease	Not Needed
Neither a high school diploma or GED	3%	36%	6%	54%
High school diploma or GED	18%	46%	0%	35%
Some college course work	15%	54%	1%	30%
Vocational certificate	12%	45%	0%	42%
Vocational associate degree	9%	41%	1%	49%
Academic associate degree	6%	41%	0%	53%
Baccalaureate degree	3%	49%	4%	45%
Master's degree	4%	38%	2%	57%
Doctoral or professional degree	0%	28%	1%	71%

<i>TRI-COUNTY</i> <i>(Unweighted N=86)</i>	Increase	Stay about the same	Decrease	Not Needed
Neither a high school diploma or GED	3%	29%	17%	51%
High school diploma or GED	18%	46%	3%	32%
Some college course work	16%	46%	0%	38%
Vocational certificate	18%	31%	0%	51%
Vocational associate degree	13%	26%	1%	60%
Academic associate degree	12%	24%	5%	58%
Baccalaureate degree	12%	18%	0%	70%
Master's degree	7%	13%	2%	78%
Doctoral or professional degree	2%	12%	2%	84%

Q11: In the last three years, have the skills required to adequately perform production or support jobs increased, decreased, or remained the same? (percentage among all employers)

WDA	Increase	Stay Same	Decrease	Don't Know
BENTON FRANKLIN	31%	57%	7%	5%
EASTERN	39%	43%	1%	17%
KING	29%	62%	5%	4%
NORTH CENTRAL	51%	25%	2%	21%
NORTHWEST	35%	53%	1%	11%
OLYMPIC	26%	56%	4%	15%
PACIFIC MT	23%	62%	3%	12%
PIERCE	19%	62%	6%	13%
SNOHOMISH	50%	31%	0%	18%
SOUTHWEST	40%	51%	1%	8%
SPOKANE	36%	51%	1%	11%
TRI-COUNTY	53%	36%	0%	10%

Q14. Employers Estimates of the Percentage of Their Current Employees Who Need Further Formal Training in Colleges

Percent Workers Need Formal Classroom Training	CTC	4-Year Colleges
BENTON FRANKLIN	13%	3%
EASTERN	13%	6%
KING	5%	4%
NORTH CENTRAL	24%	5%
NORTHWEST	11%	7%
OLYMPIC	15%	5%
PACIFIC MT	17%	3%
PIERCE	14%	2%
SNOHOMISH	14%	3%
SOUTHWEST	11%	3%
SPOKANE	14%	6%
TRI-COUNTY	21%	5%
STATEWIDE	11%	4%

Q15. In the last three years, has the percentage of your employees who received classroom training, workshops, or seminars of some kind increased, decreased, or remained the same?

WDA	Increase		Stay Same		Decrease		Don't Know		All
BENTON FRANKLIN	28%	301	61%	658	0%	2	11%	123	1,084
EASTERN	38%	626	46%	760	6%	96	10%	161	1,643
KING	18%	3,044	73%	12,249	3%	498	6%	934	16,725
NORTH CENTRAL	50%	1,053	35%	726	1%	30	14%	285	2,094
NORTHWEST	26%	882	57%	1,917	5%	176	12%	400	3,375
OLYMPIC	31%	890	44%	1,272	4%	122	21%	621	2,905
PACIFIC MT	56%	1,946	41%	1,413	0%	6	2%	85	3,450
PIERCE	26%	927	66%	2,399	0%	18	7%	266	3,610
SNOHOMISH	40%	1,657	41%	1,707	16%	683	3%	137	4,184
SOUTHWEST	29%	721	63%	1,571	1%	23	7%	185	2,500
SPOKANE	29%	1,296	46%	2,085	6%	253	20%	883	4,517
TRI-COUNTY	36%	941	53%	1,363	7%	179	4%	113	2,596
STATEWIDE	29%	14,284	58%	28,120	4%	2,086	9%	4,193	48,683

Percent of Employers That Provided Various Trainings for at Least Four Hours, or had a Tuition Reimbursement Program, or a Written Plan for On-The-Job Training, in the Last 12 Months

EMPLOYER PRACTICE IN JOB RELATED TRAININGS FOR EMPLOYEES	Classroom Training Provided/Pai d For Any Employee (Q12)	Classroom Training, Workshop, Seminar					On-the-Job Training In A Written Plan Or An Agreement (Q29)
		In Workplace Practices (Q21)	For Basic Skills (Q22)	In Job- Specific Skills (Q23)	For Any Employee (Q26)	Restricted To Job-Related Training Only (Q28)	
BENTON FRANKLIN	44%	29%	6%	36%	19%	38%	25%
EASTERN	42%	25%	6%	30%	9%	33%	37%
KING	45%	31%	9%	27%	20%	43%	24%
NORTH CENTRAL	35%	21%	5%	24%	8%	22%	27%
NORTHWEST	39%	26%	6%	30%	12%	39%	37%
OLYMPIC	33%	18%	7%	22%	10%	32%	19%
PACIFIC MT	42%	32%	7%	39%	20%	40%	35%
PIERCE	41%	33%	2%	35%	13%	34%	39%
SNOHOMISH	33%	23%	7%	30%	18%	31%	24%
SOUTHWEST	53%	38%	5%	43%	30%	51%	28%
SPOKANE	53%	27%	7%	38%	17%	31%	33%
TRI-COUNTY	62%	40%	11%	51%	22%	56%	39%